



Welcome to our December Newsletter!

This communication is your go-to source for updates and insights on our latest initiatives. We'll also be sharing some interesting content related to our efforts, so you can stay informed and engaged with our work.



**RAINBOW
RISING**
Better Together

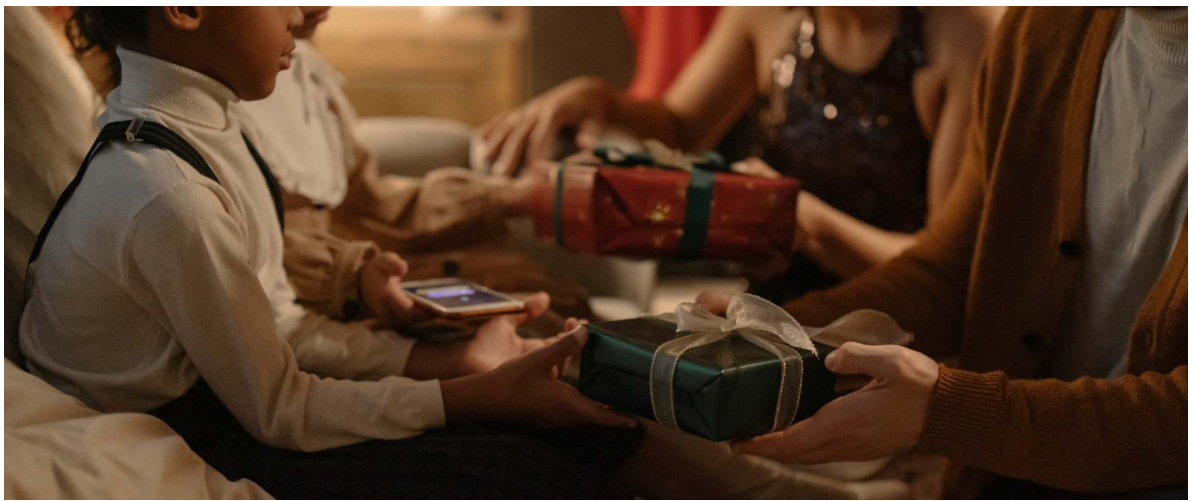
January Events - Reviving our Communities

Together, Rainbow Rising, ASTOP, Temporary Use Aid and Ban Box Shifting are hosting two events 'Reviving our Communities' on **January 16 at 123 Houndsditch at 1.00pm and at 6.30pm**. The early afternoon event (1.00pm) is for charities and their representatives. It will focus on providing information about how charities can work with landlords to utilise empty spaces in their local communities. You can sign up to attend the afternoon event [here](#).

The evening event (6.30pm) will be focused on the existing business rates system as well as how charities and landlords can better work together to make the most of commercial spaces for the benefit of local communities. There will be an insightful panel discussion where attendees will hear from local representatives across government, business and the third sector, followed by opportunities for networking. You can sign up to attend the evening event [here](#).

[Register for Afternoon Event](#)

[Register for Evening Event](#)



Navigating the Season of Giving: Practical Tips for Effective Fundraising

As the holiday season unfolds, the spirit of giving is palpable, making it an opportune time for charitable organizations to engage in effective fundraising initiatives. Whether you're a seasoned fundraiser or just starting out, mastering the art of year-end giving can significantly impact your organization's ability to make a difference. Here are some practical tips to navigate the season of giving and maximize your fundraising efforts.

[Read this blog](#)

An Update On Our Ban Box Shifting Campaign



Since our last update, support for the Ban Box Shifting campaign has grown. Shaylesh Patel recently attended a 'Dead Spaces' event hosted by Sian Berry (London Assembly member) and Andree Frieze (Green Party Councillor for Richmond & Twickenham). The event focused on how we can minimise the number of 'dead spaces' across our cities by encouraging collaboration between councils, landlords and community initiatives and charities. It was great to hear from groups and individuals doing amazing work across the country, using previously empty spaces for the benefit of their local communities.

We are continuing to push for councillors and MPs to sign the Ban Box Shifting Open Letter to Government, and we have nearly reached 100 signatures from councillors! If you'd like to support our mission, please write to your local MP or Councillor on this matter - we've included some simple instructions for how to do so on Ban Box Shifting's website.

[Visit Ban Box Shifting Website](#)



WORKING WITH PEOPLE

10 Tips for the Charity / Work Christmas party

A Column by Alyson Pellowe of



It's that time of year again! Ah, the office Christmas party – a festive minefield of social dynamics no matter what organisation or network you are with. No one likes a party more than me, however have a little read of the following top 10 tips to help you and your team to navigate all work parties with finesse!

1. Dress appropriately: It's a celebration, but remember, it's still a work event. Festive attire is encouraged, but keep it professional.

2. Arrive on time: Punctuality is a good habit, and it shows respect for your colleagues and the event organizers.

3. Mingle strategically: Don't just stick with your usual work buddies. Use this opportunity to connect with others in the company. It's a chance to network in a more relaxed setting.

4. Don't gossip: This is not the time to discuss office gossip or share sensitive information. Keep the conversation uplifting and neutral.

5. Mind your alcohol intake: Enjoy a drink or two, but don't overindulge. You don't want to be the talk of the office for the wrong reasons.

6. Watch your conversations: Avoid controversial topics like politics or sensitive work issues. Keep the conversation light and positive.

7. If you witness something, say something: If you observe any behavior that seems inappropriate or makes someone uncomfortable, consider reporting it to the appropriate channels within your organization. Creating a safe environment is everyone's responsibility.

8. Be aware of boundaries: Respect personal space and be mindful of physical contact. What might be acceptable in a social setting outside of work may not be appropriate in a professional context.

9. Say your goodbyes: Don't slip away without thanking the hosts and saying goodbye to colleagues. It's a nice way to wrap up the evening

10. Promote a culture of respect and inclusivity: Promoting a culture of respect and inclusivity is key, especially during social events where the lines between personal and professional interactions may blur. It's crucial to contribute to a safe and enjoyable atmosphere for everyone

Please share these top tips with your teams to refresh all team members of what is expected at your event.

If you need any support with HR policies or advice please don't hesitate to call – we give a 15 minute free consultation to all new clients. alyson.pellowe@pvhr.com

Charity Pain Points Survey

ASTOP has put together the '[Charity Pain Points Survey 2024](#)', and we would like to hear from charities, social enterprises, and community initiatives across the UK regarding their experience with finding space, any operational challenges they are facing, and whether they are aware of the issues surrounding box shifting. If you work with a charity, we strongly encourage you to complete this survey so that we can better understand charities' pain points and advocate for their needs. Please share it with colleagues or contacts across the charity sector. The survey will be open until 10 January 2024.

[Complete the Survey](#)

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- Support and advice
- Practical Guidance
- Rent Free temporary space

Need Space To Be Outstanding?

Having sufficient space is so important and using vacant retail, office and warehouse space is a wonderful way for any charitable organisation to raise its profile and plan larger projects. However, it's not always obvious what to do with such opportunities when they arise. That's where we come in.

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The Temporary Use Aid



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